

## **Appendix 4: General Classification Group Tables of Survey Responses by Subject**

<b>TABLE 1</b> <b>2008 DPA TOTAL COMPENSATION SURVEY</b> <b>COLA HISTORY</b>			
<b>Agency</b>	<b>General Employees</b>	<b>Professional Employees</b>	<b>Supervisory / Management Employees</b>
<b>DPA</b>	Last 7-1-07 @ 3.4% Next TBD	Last 7-1-07 @ 3.4% Next TBD	Last 7-1-07 @ 3.4% Next TBD
City and County of San Francisco	Last 12/06 @ 2.5% Next 6/08 @ 2%	Last 12/06 @ 2.5% Next 6/08 @ 2%	DNA
City of Anaheim	Last 1/07 @ 2.5% Next 2/08 @ 2.75%	Last 1/07 @ 2.5% Next 2/08 @ 2.75%	Last 6/07 @ 2.5 % Next 6/08 @ 2.75%
City of Bakersfield	Last 12/25/06 @ 4% Next TBD	Last 12/25/06 @ 4% Next TBD	Last 12/25/06 @ 4% Next TBD
City of Chico	Last 12/24/06 @ 2.3% Next 12/23/07 TBD	Last 12/24/06 @ 1.3% Next 12/23/07 TBD	Last 12/24/06 @ 1.3% Next 12/23/07 TBD
City of Davis	Last 7/1/07 @ 2.475% Next 6/30/08 @ 3%	Last 7/1/07 @ 2.675% Next 6/30/08 @ 3%	Last 7/1/07 @ 3% Next 6/30/08 @ 4%
City of Eureka	DNA	DNA	DNA
City of Folsom	Last 7/1/07 @ 2.5% Next TBD	Last 7/1/07 @ 2.5% Next TBD	Last 7/1/07 @ 2.5% Next TBD
City of Fresno	Last 7/1/07 @ 3% Next 7/1/08 @ 3%	Performance Based	Last 7/1/07 @ 3% Next 7/1/08 @ 3%
City of Hayward	Last 5/1/04 @ 4% Next TBD	Last 10/1/04 @ 4 % Next TBD	Last 7/1/04 @ 4% Next TBD
City of Long Beach	Last 7/1/07 @ 3% Next TBD	Last 7/1/07 @ 3% Next TBD	Last 7/1/07 @ 3% Next TBD
City of Los Angeles	Last 1/1/07 @ 2.25% Next TBD	Last 1/1/07 @ 2.25% Next TBD	Last 1/1/07 @ 2.25% Next TBD
City of Modesto	Last 2/07 @ 2.5% Next TBD	Last 2/07 @ 2.5% Next TBD	Last DNA Next TBD
City of Oakland	Last 6/30/07 @ 4% Next TBD	Last 6/30/07 @ 4% Next TBD	Last 6/30/07 @ 4% Next TBD
City of Pasadena	Last 10/1/07 @ 2.5% Next TBD	Last 10/1/07 @ 2.5% Next TBD	Last 4/2/07 @ 3.0% Next TBD
City of Redding	DNA	DNA	DNA
City of Roseville	Last 1/6/07 @ 3.5 % Next 1/5/08 @ 3%	Last 1/6/07 @ 7 % Next 1/5/08 @ 6%	Last 1/6/07 @ 7 % Next 1/5/08 @ 6%
City of Sacramento	Last 6/23/07 @ 4% Next 6/21/08 @ 4%	Last 6/23/07 @ 4% Next 6/21/08 @ 4%	Last 6/23/07 @ 4% Next 6/21/08 @ 4%

<b>TABLE 1</b> <b>2008 DPA TOTAL COMPENSATION SURVEY</b> <b>COLA HISTORY</b>			
<b>Agency</b>	<b>General Employees</b>	<b>Professional Employees</b>	<b>Supervisory / Management Employees</b>
City of San Diego	Last 7/1/07 @ 4% Next TBD	Last 7/1/07 @ 4% Next TBD	Last 7/1/07 @ 4% Next TBD
City of San Jose	Last 7/07 @ 3% Next TBD	Last 7/07 @ 3% Next TBD	Last 7/07 @ 3% Next TBD
City of Santa Barbara	Last 4/14/07 @ 3% Next 4/12/08 @ 3.5%	Last 4/14/07 @ 3% Next 4/12/08 @ 3.5%	Last 4/14/07 @ 3% Next 4/12/08 @ 3.5%
City of Stockton	Last 1/1/07 @ 2.5 % Next 1/1/08 @ 2.5% - 6%	Last 1/1/07 @ 2.5 % Next 1/1/08 @ 2.5% - 6%	Last 1/1/07 @ 2.5 % Next 1/1/08 @ 2.5% - 6%
City of Vacaville	Last 7/1/07 @ 2% Next 1/1/08 @ 2.5%	Last 7/1/07 @ 2% Next 1/1/08 @ 2.5%	Last 7/1/07 @ 2% Next 1/1/08 @ 2.5%
City of Visalia	Last 7/1/07 @ 4% Next TBD	Last 7/1/07 @ 4% Next TBD	Last 7/1/07 @ 4% Next TBD
City of Woodland	Last 7/1/07 @ 2% Next 1/1/08 @ 2%	Last 7/1/07 @ 2% Next 1/1/08 @ 2%	Last 7/1/07 @ 2% Next 1/1/08 @ 2%
City of Yuba City	Last 7/1/07 @ 3.4% Next 7/1/08 TBD	Last 7/1/07 @ 3.4% Next 7/1/08 TBD	Last 7/1/07 @ 3.4% Next 7/1/08 TBD
County of Alameda	Last 7/1/07 @ 1% Next 6/29/08 @ 1%	Last 7/1/07 @ 1% Next 6/29/08 @ 1%	Last 7/1/07 @ 1% Next 6/29/08 @ 1%
County of Butte	Last 10/6/06 @ 2% Next 10/7/07 @ 2%	Last 10/6/06 @ 2% Next 10/7/07 @ 2%	Last 10/6/06 @ 2% Next 10/7/07 @ 2%
County of Contra Costa	Next 7/1/08 @ 2%	Next 7/1/08 @ 2%	Next 7/1/08 @ 2%
County of El Dorado	Last 1/6/07 @ 2.5%	Last 1/6/07 @ 2.5%	Last 1/6/07 @ 2.5%
County of Fresno	Varies by bargaining unit	Varies by bargaining unit	Varies by bargaining unit
County of Kern	Last 7/07 @ 4% Next 7/08 @ 4%	Last 7/07 @ 4% Next 7/08 @ 4%	Varies by classification
County of Los Angeles	Last 7/1/07 @ 2.73% Next 1/1/08 2.95%	Last 7/1/07 @ 2.75% Next 1/1/08 @ 3%	Last 7/1/07 @ 5.6% Next 1/1/08 @ 3%
County of Marin	Last 7/1/06 @ 2.5%-3% Next TBD	Last 7/1/06 @ 2.5%-3% Next TBD	Last 7/1/06 @ 2.5%-3% Next TBD
County of Merced	Last 7/9/07 @ 3% Next 7/7/08 @ 3%	Last 7/9/07 @ 3% Next 7/7/08 @ 3%	Last 7/9/07 @ 3% Next 7/7/08 @ 3%
County of Orange	Last 6/22/07 @ 3% Next 6/20/08 @ 3%	Last 6/22/07 @ 3% Next 6/20/08 @ 3%	Last 6/22/07 @ 3% Next 6/20/08 @ 3%

<b>TABLE 1</b> <b>2008 DPA TOTAL COMPENSATION SURVEY</b> <b>COLA HISTORY</b>			
<b>Agency</b>	<b>General Employees</b>	<b>Professional Employees</b>	<b>Supervisory / Management Employees</b>
County of Placer	Last 3% Next 11/10/07 @ 5%	Last 1/6/07 @ 3% Next 11/10/07 @ 5%	Last 3% Next 11/10/07 @ 5%
County of Riverside	Last 7/5/07 @ 2.5% Next 7/3/08 @ 2.5 %	Last 8/2/07 @ 3.2% Next Not Scheduled	Last 9/27/07 @ 3% Next 9/25/08 @ 3%
County of Sacramento	Last 6/07 @ 2.9% Next 6/08 @ 2 to 5%	Last 6/07 @ 2.9% Next 6/08 @ 2 to 5%	Last 6/07 @ 2.9% Next 6/08 @ 2 to 5%
County of San Bernardino	Last 6/23/07 @ 3% Next TBD	Last 6/23/07 @ 3% Next TBD	Last 6/23/07 @ 3% Next TBD
County of San Diego	Last 6/07 @ 3% Next 6/08 @ 3.5%	Last 6/07 @ 3% Next 6/08 @ 3.5%	Last 6/07 @ 3% Next 6/08 @ 3.5%
County of San Joaquin	Last 7/07 @ 1.5-4% Next 1/08 @ 1.5-4%	Last 7/07 @ 1.5-4% Next 1/08 @ 1.5-4%	Last 7/07 @ 1.5-4% Next 1/08 @ 1.5-4%
County of San Mateo	Last 11/19/06 @ 3% Next 11/4/07 @ 3%	DNA	Last 11/19/06 @ 3% Next 11/4/07 @ 3%
County of Santa Clara	Last 6/19/06 @ 3% Next 12/17/07 @ 4%	Last 6/19/06 @ 3% Next 12/17/07 @ 4%	Last 6/19/06 @ 3% Next 12/17/07 @ 4%
County of Solano	Last 10/8/06 @ 3.61% Next TBD	Last 10/8/06 @ 3.61% Next 10/21/07 @ 3%	Last 10/8/06 @ 3.61% Next 10/21/07 @ 3%
County of Tulare	Last 12/23/06 @ 2% Next 12/23/07 @ 2%	Last 12/23/06 @ 2% Next 12/23/07 @ 2%	Last 12/23/06 @ 2% Next 12/23/07 @ 2%
County of Ventura	Last 7/29/07 @ 3% Next 6/29/08 @ 2.5%	Last 7/29/07 @ 3% Next 6/29/08 @ 2.5%	Last 7/29/07 @ 3% Next 6/29/08 @ 2.5%
County of Yolo	Last July 2006 @ 2% Next TBD	Last July 2006 @ 2% Next TBD	Last July 2006 @ 2% Next TBD
Federal Government	DNA	DNA	DNA

<b>TABLE 2</b> <b>2008 DPA TOTAL COMPENSATION SURVEY</b> <b>WORK WEEK</b>			
<b>Agency</b>	<b>General Employees</b>	<b>Professional Employees</b>	<b>Supervisory / Management Employees</b>
<b>DPA</b>	40	40	40
City and County of San Francisco	40	40	40
City of Anaheim	40	40	40
City of Bakersfield	40	40	FLSA Exempt
City of Chico	40	40	40
City of Davis	40	40	FLSA Exempt
City of Eureka	DNA	DNA	DNA
City of Folsom	40	40	40
City of Fresno	40	40	40
City of Hayward	40	40	40
City of Long Beach	40	40	40
City of Los Angeles	40	40	40
City of Modesto	40	40	40
City of Oakland	Varies 37.5 or 40	37.5	37.5
City of Pasadena	40	40	40
City of Redding	40	40	40
City of Roseville	40	40	40

<b>TABLE 2</b> <b>2008 DPA TOTAL COMPENSATION SURVEY</b> <b>WORK WEEK</b>			
<b>Agency</b>	<b>General Employees</b>	<b>Professional Employees</b>	<b>Supervisory / Management Employees</b>
City of Sacramento	40	40	40
City of San Diego	40	40	40
City of San Jose	40	40	40
City of Santa Barbara	40	40	40
City of Stockton	40	40	40
City of Vacaville	37(clerical) or 40 (trades)	40	40
City of Visalia	40	40	40
City of Woodland	40	40	40
Yuba City	40	40	40
County of Alameda	40	40	40
County of Butte	40	40	40
County of Contra Costa	40	40	40
County of El Dorado	32	32	32
County of Fresno	32	32	32
County of Kern	40	40	40
County of Los Angeles	40	40	40
County of Marin	40	40	40
County of Merced	40	40	40

<b>TABLE 2</b> <b>2008 DPA TOTAL COMPENSATION SURVEY</b> <b>WORK WEEK</b>			
<b>Agency</b>	<b>General Employees</b>	<b>Professional Employees</b>	<b>Supervisory / Management Employees</b>
County of Orange	40	40	40
County of Placer	40	40	40
County of Riverside	40	40	40
County of Sacramento	40	40	40
County of San Bernardino	40	40	40
County of San Diego	40	40	40
County of San Joaquin	40	40	40
County of San Mateo	40	40	40
County of Santa Clara	40	40	40
County of Solano	40	40	40
County of Tulare	40	40	40
County of Ventura	40	40	40
County of Yolo	40	40	40
Federal Government	40	40	40

**Department of Personnel Administration  
2008 Total Compensation Survey**

**TABLE 3**  
**2008 DPA TOTAL COMPENSATION SURVEY**  
**EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL**

Agency	General Employees		Professional Employees		Supervisory / Management Employees	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
<b>DPA</b>	\$879	\$165	\$879	\$165	\$1,013	\$31
City and County of San Francisco	\$965	\$375	\$965	\$375	\$965	\$375
City of Anaheim	\$954	\$57	\$954	\$57	\$954	\$57
City of Bakersfield	\$986	\$247	\$986	\$247	\$986	\$247
City of Chico	\$1,013	\$283	\$1,013	\$283	\$1,013	\$283
City of Davis	\$1,340 in Cafeteria Plan	Any premium above max	\$1,340 in Cafeteria Plan	Any premium above max	\$1,340 in Cafeteria Plan	Any premium above max
City of Eureka	\$1,165	\$243	\$928	\$171	\$1,165	\$243
City of Folsom	\$913 + \$25 to med. Savings account	\$54	\$913 + \$25 to med. Savings account	\$54	\$913 + \$25 to med. Savings account	\$54
City of Fresno	\$658 in Cafeteria Plan	\$140	\$658 in Cafeteria Plan	\$140	\$658 in Cafeteria Plan	\$140
City of Hayward	\$2,001	\$0	\$1,121	\$880	\$2,001	\$0
City of Long Beach	\$796	\$56	\$796	\$56	\$796	\$56
City of Los Angeles	\$857	\$0	\$857	\$0	\$857	\$0
City of Modesto	\$812	\$0	\$812	\$0	\$812	\$0
City of Oakland	\$1,121	\$0	\$1,121	\$0	\$1,121	\$0
City of Pasadena	\$973	DNA	\$967	DNA	\$903	DNA



**TABLE 3**

**2008 DPA TOTAL COMPENSATION SURVEY  
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL**

Agency	General Employees		Professional Employees		Supervisory / Management Employees	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
City of Redding	\$1,159	\$0	\$1,159	\$0	\$1,159	\$0
City of Roseville	\$916	\$205	\$1,000	\$121	\$1,000	\$121
City of Sacramento	\$880	DNA	\$880	DNA	\$880	DNA
City of San Diego	\$466	Cafeteria Plan - Varies	\$466	Cafeteria Plan - Varies	\$506	Cafeteria Plan - Varies
City of San Jose	\$977	\$108	\$977	\$108	\$977	\$108
City of Santa Barbara	\$848	\$0	\$848	\$0	\$848	\$0
City of Stockton	\$1,054	\$0	\$1,415 (Maint. & Trades)	\$0	\$1,054	\$0
City of Vacaville	\$1121	\$0	\$1121	\$0	\$1121	\$0
City of Visalia	\$950	\$0	\$880	\$0	\$880	\$0
City of Woodland	\$1,145	\$0	\$1,145	\$0	\$1,145	\$0
Yuba City	\$750	\$107	\$775	\$82	\$750	\$107
County of Alameda	\$1,185	\$756	\$1,185	\$756	\$1,185	\$756
County of Butte	\$1,207	\$928	\$1,207	\$928	\$1,207	\$928
County of Contra Costa	\$1,134	\$238	\$1,134	\$238	\$1,134	\$238
County of El Dorado	\$1284	\$146	\$1284	\$146	\$1284	\$146
County of Fresno	\$642	\$159	\$642	\$159	\$642	\$159

**Department of Personnel Administration  
2008 Total Compensation Survey**

**TABLE 3**

**2008 DPA TOTAL COMPENSATION SURVEY  
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL**

Agency	General Employees		Professional Employees		Supervisory / Management Employees	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
County of Kern	\$1,175	\$294	\$1,175	\$294	\$1,175	\$294
County of Los Angeles	\$946 in Cafeteria Plan	\$0	\$946 in Cafeteria Plan	\$0	\$946 in Cafeteria Plan	\$0
County of Marin	3% of salary +\$570 in Cafeteria Plan	\$0	3% of salary +\$570 in Cafeteria Plan	\$0	3% of salary +\$511 in Cafeteria Plan	\$0
County of Merced	\$1,130	\$466	\$1,130	\$466	\$1,130	\$466
County of Orange	\$667	\$205	\$667	\$205	\$667	\$205
County of Placer	\$1,190	\$69	\$1,190	\$69	\$1,190	\$69
County of Riverside	\$713 in Cafeteria Plan	\$0	\$706 in Cafeteria Plan	\$0	\$713 in Cafeteria Plan	\$0
County of Sacramento	\$827	\$0	\$827	\$0	\$827	\$0
County of San Bernardino	Cafeteria \$190 Standard \$137	Cafeteria \$0 Standard \$109	Cafeteria \$230 Standard \$171	Cafeteria \$0 Standard \$35	Cafeteria \$190 Standard \$137	Cafeteria \$0 Standard \$109
County of San Diego	\$611 in Cafeteria Plan	\$530	\$611 in Cafeteria Plan	\$530	\$672 in Cafeteria Plan	\$469
County of San Joaquin	\$1,477	\$0	\$1,394	\$0	1,534	\$0
County of San Mateo	\$1,020	\$113	\$1,020	\$113	\$1,020	\$113
County of Santa Clara	\$1,305	\$0	\$1,305	\$0	\$1,305	\$0
County of Solano	\$897	\$220	\$897	\$220	\$897	\$220
County of Tulare	\$308+2% of base OR \$271+6% of base	\$0	\$308+2% of base OR \$271+6% of base	\$0	\$308+2% of base pay	\$0
County of Ventura	\$537 in Cafeteria Plan	\$28	\$537 in Cafeteria Plan	\$28	\$537 in Cafeteria Plan	\$28
County of Yolo	\$926	\$0	\$926	\$0	\$1,014 in Cafeteria Plan	\$0

**TABLE 3**

**2008 DPA TOTAL COMPENSATION SURVEY  
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL**

Agency	General Employees		Professional Employees		Supervisory / Management Employees	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
Federal Government	\$697	\$395	\$697	\$395	\$697	\$395

**TABLE 4**  
**2008 DPA TOTAL COMPENSATION SURVEY**  
**EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL**

Agency	General Employees		Professional Employees		Supervisory / Management Employees	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
<b>DPA</b>	\$90	\$30	\$90	\$30	Inc	Inc
City and County of San Francisco	Inc. in Medical	DNA	Inc. in Medical	DNA	Inc. in Medical	DNA
City of Anaheim	\$56	\$0	\$56	\$0	\$56	\$0
City of Bakersfield	Inc	Inc	Inc	Inc	Inc	Inc
City of Chico	\$66	\$0	\$66	\$0	\$66	\$0
City of Davis	Inc	Inc	Inc	Inc	Inc	Inc
City of Eureka	\$53	\$0	Inc. in Medical	DNA	\$53	\$0
City of Folsom	\$143	\$0	\$143	\$0	\$143	\$0
City of Fresno	Inc	Inc	Inc	Inc	Inc	Inc
City of Hayward	\$137	\$0	\$137	\$0	\$137	\$0
City of Long Beach	Inc. in Medical	\$0	Inc. in Medical	\$0	Inc. in Medical	\$0
City of Los Angeles	\$48	\$74	\$48	\$74	\$48	\$74
City of Modesto	Inc. in Medical	DNA	Inc. in Medical	DNA	Inc. in Medical	DNA
City of Oakland	\$97	\$0	\$97	\$0	\$97	\$0
City of Pasadena	\$104	\$11	\$80	\$35	\$80	\$35

**TABLE 4**

**2008 DPA TOTAL COMPENSATION SURVEY  
EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL**

Agency	General Employees		Professional Employees		Supervisory / Management Employees	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
City of Redding	\$106	\$0	\$106	\$0	\$106	\$0
City of Roseville	\$0	\$148	\$148	\$0	\$148	\$0
City of Sacramento	Inc	Inc	Inc	Inc	Inc	Inc
City of San Diego	Inc. in Medical	DNA	Inc. in Medical	DNA	Inc. in Medical	DNA
City of San Jose	\$102	\$5	\$102	\$5	\$102	\$5
City of Santa Barbara	\$79	\$0	\$79	\$0	\$79	\$0
City of Stockton	Inc. in Medical	\$0	Inc. in Medical	\$0	Inc. in Medical	\$0
City of Vacaville	\$77	\$0	\$77	\$0	\$96	\$0
City of Visalia	Inc	Inc	Inc	Inc	Inc	Inc
City of Woodland	\$116	\$0	\$116	\$0	\$116	\$0
City of Yuba City	\$86	\$21	\$97	\$11	\$97	\$11
County of Alameda	\$124	\$0	\$124	\$0	\$124	\$0
County of Butte	Inc. in Medical	\$0	Inc. in Medical	\$0	Inc. in Medical	\$0
County of Contra Costa	\$73	\$20	\$73	\$20	\$73	\$20
County of El Dorado	Inc	Inc	Inc	Inc	Inc	Inc
County of Fresno	Inc	Inc	Inc	Inc	Inc	Inc

**TABLE 4**

**2008 DPA TOTAL COMPENSATION SURVEY  
EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL**

Agency	General Employees		Professional Employees		Supervisory / Management Employees	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
County of Kern	Inc	Inc	Inc	Inc	Inc	Inc
County of Los Angeles	\$53	\$0	\$53	\$0	\$53	\$0
County of Marin	Inc. in Cafeteria	\$0	Inc. in Cafeteria	\$0	Inc. in Cafeteria	\$0
County of Merced	\$93	\$42	\$93	\$42	\$93	\$42
County of Orange	\$52 paid into a trust for dental and vision coverage	N/A	\$52 paid into a trust for dental and vision coverage	N/A	\$52 paid into a trust for dental and vision coverage	N/A
County of Placer	\$50	\$42	\$50	\$42	\$50	\$42
County of Riverside	Inc. in Cafeteria	\$0	Inc. in Cafeteria	\$0	Inc. in Cafeteria	\$0
County of Sacramento	\$95	\$0	\$95	\$0	\$95	\$0
County of San Bernardino	\$9	\$9	\$9	\$9	\$9	\$9
County of San Diego	Inc. in Cafeteria	\$0	Inc. in Cafeteria	\$0	Inc. in Cafeteria	\$0
County of San Joaquin	Inc	Inc	Inc	Inc	Inc	Inc
County of San Mateo	\$74	\$8	\$74	\$8	\$92	\$10
County of Santa Clara	\$113	\$0	\$113	\$0	\$113	\$0
County of Solano	\$86	\$0	\$86	\$0	\$86	\$0
County of Tulare	Inc	Inc	Inc	Inc	Inc	Inc
County of Ventura	Inc	Inc	Inc	Inc	Inc	Inc

**TABLE 4**

**2008 DPA TOTAL COMPENSATION SURVEY  
EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL**

Agency	General Employees		Professional Employees		Supervisory / Management Employees	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
County of Yolo	\$79	\$9	\$79	\$9	Inc	Inc
Federal Government	\$0	\$0	\$0	\$0	\$0	\$0

**TABLE 5**  
**2008 DPA TOTAL COMPENSATION SURVEY**  
**EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION**

Agency	General Employees		Professional Employees		Supervisory / Management Employees	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
DPA	\$9	\$0	\$9	\$0	Inc	Inc
City and County of San Francisco	Inc. in Medical	DNA	Inc. in Medical	DNA	Inc. in Medical	DNA
City of Anaheim	Inc. in Medical	\$0	Inc. in Medical	\$0	Inc. in Medical	\$0
City of Bakersfield	Inc	Inc	Inc	Inc	Inc	Inc
City of Chico	\$5	\$8	\$5	\$8	\$5	\$8
City of Davis	Inc	Inc	Inc	Inc	Inc	Inc
City of Eureka	\$5	\$0	Inc. in Medical	DNA	\$5	\$0
City of Folsom	\$21	\$0	\$21	\$0	\$21	\$0
City of Fresno	Inc	Inc	Inc	Inc	Inc	Inc
City of Hayward	\$22	\$0	\$22	\$0	\$22	\$0
City of Long Beach	Inc. in Medical	\$0	Inc. in Medical	\$0	Inc. in Medical	\$0
City of Los Angeles	Inc. in Medical	\$0	Inc. in Medical	\$0	Inc. in Medical	\$0
City of Modesto	\$0	DNA	\$0	DNA	\$0	DNA
City of Oakland	\$23	\$0	\$23	\$0	\$23	\$0
City of Pasadena	\$0	\$22	\$0	\$22	\$0	\$22



**TABLE 5**

**2008 DPA TOTAL COMPENSATION SURVEY  
EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION**

Agency	General Employees		Professional Employees		Supervisory / Management Employees	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
City of Redding	\$16	\$0	\$16	\$0	\$16	\$0
City of Roseville	\$0	\$20	\$20	\$0	\$20	\$0
City of Sacramento	Inc	Inc	Inc	Inc	Inc	Inc
City of San Diego	Inc. in Cafeteria	DNA	Inc. in Cafeteria	DNA	Inc. in Cafeteria	DNA
City of San Jose	\$0	\$37	\$17	\$6	\$17	\$6
City of Santa Barbara	\$10	\$0	\$10	\$0	\$10	\$0
City of Stockton	Inc	\$0	Inc	\$0	Inc	\$0
City of Vacaville	\$19	\$0	\$19	\$0	\$19	\$0
City of Visalia	Inc	Inc	Inc	Inc	Inc	Inc
City of Woodland	\$22	\$0	\$22	\$0	\$22	\$0
City of Yuba City	Inc. in Medical	DNA	Inc. in Medical	DNA	Inc. in Medical	DNA
County of Alameda	N/A	N/A	N/A	N/A	N/A	N/A
County of Butte	Inc. in Medical	\$0	Inc. in Medical	\$0	Inc. in Medical	\$0
County of Contra Costa	Inc	Inc	Inc	Inc	Inc	Inc
County of El Dorado	Inc	Inc	Inc	Inc	Inc	Inc
County of Fresno	Inc	Inc	Inc	Inc	Inc	Inc

**TABLE 5**

**2008 DPA TOTAL COMPENSATION SURVEY  
EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION**

Agency	General Employees		Professional Employees		Supervisory / Management Employees	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
County of Kern	Inc	Inc	Inc	Inc	Inc	Inc
County of Los Angeles	Inc. in Cafeteria	\$0	Inc. in Cafeteria	\$0	Inc. in Cafeteria	\$0
County of Marin	Inc. in Cafeteria	DNA	Inc. in Cafeteria	DNA	Inc. in Cafeteria	DNA
County of Merced	\$17	\$7	\$17	\$7	\$17	\$7
County of Orange	\$52 paid into a trust for dental and vision coverage	N/A	\$52 paid into a trust for dental and vision coverage	N/A	\$52 paid into a trust for dental and vision coverage	N/A
County of Placer	\$9	\$25	\$9	\$25	\$9	\$25
County of Riverside	Inc. in Cafeteria	\$0	Inc. in Cafeteria	\$0	Inc. in Cafeteria	\$0
County of Sacramento	Inc	Inc	Inc	Inc	Inc	Inc
County of San Bernardino	N/A	N/A	\$5	\$0	N/A	N/A
County of San Diego	Inc. in Cafeteria	\$0	Inc. in Cafeteria	\$0	Inc. in Cafeteria	\$0
County of San Joaquin	Inc	Inc	Inc	Inc	Inc	Inc
County of San Mateo	\$15	\$0	\$15	\$0	\$15	\$0
County of Santa Clara	\$11	\$0	\$11	\$0	\$11	\$0
County of Solano	\$12	\$0	\$12	\$0	\$12	\$0
County of Tulare	Inc. in Cafeteria	\$0	Inc. in Cafeteria	\$0	Inc. in Cafeteria	\$0
County of Ventura	Inc	Inc	Inc	Inc	Inc	Inc

**TABLE 5**

**2008 DPA TOTAL COMPENSATION SURVEY  
EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION**

Agency	General Employees		Professional Employees		Supervisory / Management Employees	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
County of Yolo	\$9	\$1	\$9	\$1	Inc	Inc
Federal Government	\$0	\$0	\$0	\$0	\$0	\$0

**Department of Personnel Administration  
2008 Total Compensation Survey**

**TABLE 6**  
**2008 DPA TOTAL COMPENSATION SURVEY**  
**RETIREMENT PRACTICES**

AGENCY	Type of Retirement	PERS/Ind. Employee Portion	PERS/Ind. Employee Portion Paid by Employer	Retirement Benefit	Retirement Formula	Social Security Practices	Employer Retirement Contribution
DPA	PERS	5%	0%	2% @ 55	Avg. Highest 3 Years	7.65%	16.6%
City and County of San Francisco	SFERS	7.5%	Prof .5% Sup .5% Gen 7.5%	2% @ 60	Highest Year	7.65%	5.91%
City of Anaheim	PERS	8%	7%	2.7% @ 55	Highest Year	1.45%	
City of Bakersfield	PERS	8%	1% for the first 6 years of employment 8% thereafter	3% @ 60	Highest Year	1.45%	13.82%
City of Chico	PERS	8%	Prof 4% Sup 2% Gen 4%	3% @ 60	Highest Year	1.45%	19.68%
City of Davis	PERS	8%	8%	2.5% @ 55	Highest Year	1.45%	12.35%
City of Eureka	PERS	7%	0%	2.7% @ 55	One Year Final Compensation	1.45%	16.93%
City of Folsom	PERS	8%	8%	2.7% @ 55	Highest Year	7.65%	15.26%
City of Fresno	Fresno City Retirement System	7.92%	0%	2% @ 55	Highest 3 Years	1.45%	10.51%
City of Hayward	PERS	8%	7%	2.5% @ 55	Highest Year	1.45%	12.13%
City of Long Beach	PERS	8%	6%	2.5% @ 55	Highest Year	7.65%	12.01%
City of Los Angeles	LACERS	6%	0%	2.16% @ 55 w/30 years	(Final Avg. Salary) x (Yrs of Service) x (2.16%)	1.45%	22.79%
City of Modesto	PERS	7%	6.6%	2% @ 55	Sup 1 Year Final Compensation Gen 12 Highest Paid Consecutive Months	1.45%	9.12%
City of Oakland	PERS	8%	5%	2.7% @ 55	Highest Year	1.45%	19.2%

**Department of Personnel Administration  
2008 Total Compensation Survey**

**TABLE 6**  
**2008 DPA TOTAL COMPENSATION SURVEY**  
**RETIREMENT PRACTICES**

AGENCY	Type of Retirement	PERS/Ind. Employee Portion	PERS/Ind. Employee Portion Paid by Employer	Retirement Benefit	Retirement Formula	Social Security Practices	Employer Retirement Contribution
City of Pasadena	PERS	8%	Prof 4.4% Sup 4.4% Gen 3.4%	2.5% @ 55	Average over 3 years	1.45%	11.07%
City of Redding	PERS	7%	7%	2% @ 55	Highest Year	1.45%	13.55%
City of Roseville	PERS	8%	8%	2.7% @ 55	Highest Year	1.45%	14.790%
City of Sacramento	PERS	Prof 7% Sup 7% Gen 7%	Prof 7% Sup 3% Gen 3%	2% @ 55	Highest Year	7.65%	11.216%
City of San Diego	SDCERS	Varies	Prof 3.4% Sup 1.4% Gen 5.4%	2% @ 55	Highest Year	1.45%	Actuary 18.73% Additional 5.42% Total 24.15%
City of San Jose	37 Act	7.5%	7.5%	2.5% x yrs of service x final comp (75% max)	Final Compensation	1.45%	21.98%
City of Santa Barbara	PERS	8%	1.32%	2.7% @ 55	Highest Year	1.45%	18.59%
City of Stockton	PERS	7%	7%	2% @ 55	Highest Year	1.45%	12.38%
City of Vacaville	PERS	9%	0%	2.7% @ 55	One Year Final Compensation	1.45%	13.16%
City of Visalia	PERS	8%	0%	3% @ 60	Avg. Highest 3 Years	1.45%	14.28%
City of Woodland	PERS	8%	8%	2.7% @ 55	Highest Year	1.45%	14.81%
City of Yuba City	PERS	8%	Prof 8% Sup 8% Gen 6.5%	Prof 2.7% @ 55 Sup 2.7% @ 55 Gen 3% @ 50	Average Highest 3 years	1.45%	20.75%
County of Alameda	37 Act	8.81%	0%	2% @ 57	Avg. Highest 3 Years	7.65%	7.69%
County of Butte	PERS	7%	7%	2% @ 55	Highest Year	7.65%	8.99%
County of Contra Costa	37 Act	9.76%	4.88%	2% @ 55.5	Final 12 Months	7.65%	43.82%
County of El Dorado	PERS	7%	7%	2% @ 55	Highest Year	1.45%	12.36%

**Department of Personnel Administration  
2008 Total Compensation Survey**

**TABLE 6**  
**2008 DPA TOTAL COMPENSATION SURVEY**  
**RETIREMENT PRACTICES**

AGENCY	Type of Retirement	PERS/Ind. Employee Portion	PERS/Ind. Employee Portion Paid by Employer	Retirement Benefit	Retirement Formula	Social Security Practices	Employer Retirement Contribution
County of Fresno	37 Act	8.49%	0%	2% @ 55	Highest Consecutive 26 pay periods	7.65%	28.52%
County of Kern	37 Act	6.13%	0%	3% @ 60	Highest Year	7.65%	23.87%
County of Los Angeles	37 Act	5.19% - Rate varies and is based on age at entry to County employment	0%	DNA	Highest Year	1.45%	14.4%
County of Marin	37 Act	8.26%	4.13%	2% @ 55	Highest 3 Years	1.45%	17.44%
County of Merced	37 Act	Varies	\$0	3% @ 60	Average last 3 years	7.65%	28.59%
County of Orange	37 Act	Varies based on age at entry	0%	2.7% @ 55	Highest 3 Years	1.45%	22.2%
County of Placer	PERS	8%	7%	2.5% @ 55	Highest Year	7.65%	14.019%
County of Riverside	PERS	8%	8%	3% @ 60	Highest Year	7.65%	11.879%
County of Sacramento	37 Act	4.76%	0%	2% @ 55	Highest 3 Years	7.65%	15.75%
County of San Bernardino	SBCERA	10.4%	7%	(Wage x hours + cash benefits) x 7%	Highest Year	1.45%	18.43%
County of San Diego	37 Act	7%	7%	3% @ 60	1/75 of first \$350 of final monthly comp x age x service credit <b>or</b> 1/50 of final monthly comp over \$350 x age x service credit	1.45%	29.87%
County of San Joaquin	37 Act	3.11%	0%	2% @ 55.5	Highest Year	7.65%	22.74%
County of San Mateo	37 Act	8.18%	8.18	2% @ 55.5	Average Salary 36 consecutive months	7.65%	19.88%

**TABLE 6**

**2008 DPA TOTAL COMPENSATION SURVEY  
RETIREMENT PRACTICES**

<b>AGENCY</b>	<b>Type of Retirement</b>	<b>PERS/Ind. Employee Portion</b>	<b>PERS/Ind. Employee Portion Paid by Employer</b>	<b>Retirement Benefit</b>	<b>Retirement Formula</b>	<b>Social Security Practices</b>	<b>Employer Retirement Contribution</b>
County of Santa Clara	PERS	7%	7%	2% @ 55	Highest Year	1.45%	12.902%
County of Solano	PERS	8%	6%	2.7% @ 55	Highest Year	7.65%	11.766%
County of Tulare	37 Act	6.17%	0%	2% @ 57	Varies based on Tier	7.65%	9.55%
County of Ventura	37 Act	Varies based on age and salary of employee	4%	Varies	Tier I = Highest Year Tier II = Highest 36 months	7.65%	11.7%
County of Yolo	PERS	7%	7%	2% @ 55	DNA	7.65%	10.177%
Federal Government	FERS	DNA	0%	1% of highest 3 years x 3 of years	Average of 3 years	7.65%	11.5%

**TABLE 7**

**2008 DPA TOTAL COMPENSATION SURVEY  
RETIREE HEALTH COVERAGE PRACTICES  
MONTHLY AMOUNT PAID BY EMPLOYER**

Agency	General Employees	Professional Employees	Supervisory / Management Employees
<b>DPA</b>	Retiree Only \$439 Medical \$35 Dental Retiree/Spouse \$823 Medical \$62 Dental Retiree/Family \$1,042 Medical \$90 Dental	Retiree Only \$439 Medical \$35 Dental Retiree/Spouse \$823 Medical \$62 Dental Retiree/Family \$1,042 Medical \$90 Dental	Retiree Only \$439 Medical \$35 Dental Retiree/Spouse \$823 Medical \$62 Dental Retiree/Family \$1,042 Medical \$90 Dental
City and County of San Francisco	Maximum Benefit -- \$418.80 and 50% of additional cost if more than \$418.80	Maximum Benefit -- \$418.80 and 50% of additional cost if more than \$418.80	Maximum Benefit -- \$418.80 and 50% of additional cost if more than \$418.80
City of Anaheim	Data Not Available	Data Not Available	Data Not Available
City of Bakersfield	Retiree only \$10.40 per year to a maximum benefit of \$312	Retiree only \$10.40 per year to a maximum benefit of \$312	Retiree only \$10.40 per year to a maximum benefit of \$312
City of Chico	N/A	N/A	N/A



**TABLE 7**

**2008 DPA TOTAL COMPENSATION SURVEY  
RETIREE HEALTH COVERAGE PRACTICES  
MONTHLY AMOUNT PAID BY EMPLOYER**

<b>Agency</b>	<b>General Employees</b>	<b>Professional Employees</b>	<b>Supervisory / Management Employees</b>
City of Davis	Retiree Only \$431 Retiree/Spouse \$862 Retiree/Family \$1,121	Retiree Only \$431 Retiree/Spouse \$862 Retiree/Family \$1,121	Retiree Only \$431 Retiree/Spouse \$862 Retiree/Family \$1,121
City of Eureka	N/A	N/A	N/A
City of Folsom	Retiree Only \$702 Retiree/Spouse \$702	Retiree Only \$702 Retiree/Spouse \$702	Retiree Only \$702 Retiree/Spouse \$702
City of Fresno	N/A	N/A	N/A
City of Hayward	Retiree Only \$266 Retiree/Spouse \$266 Retiree/Family \$266	Retiree Only \$266 Retiree/Spouse \$266 Retiree/Family \$266	Retiree Only \$266 Retiree/Spouse \$266 Retiree/Family \$266
City of Long Beach	N/A	N/A	N/A

**TABLE 7**

**2008 DPA TOTAL COMPENSATION SURVEY  
RETIREE HEALTH COVERAGE PRACTICES  
MONTHLY AMOUNT PAID BY EMPLOYER**

<b>Agency</b>	<b>General Employees</b>	<b>Professional Employees</b>	<b>Supervisory / Management Employees</b>
City of Los Angeles	Maximum paid Retiree/Family \$983 Medical \$37 Dental	Maximum paid Retiree/Family \$983 Medical \$37 Dental	Maximum paid Retiree/Family \$983 Medical \$37 Dental
City of Modesto	Maximum paid Retiree/Family \$812	Maximum paid Retiree/Family \$812	Maximum paid Retiree/Family \$812
City of Oakland	Retiree Only \$65 Retiree/Spouse \$65 Retiree/Family \$65	Retiree Only \$65 Retiree/Spouse \$65 Retiree/Family \$65	Retiree Only \$65 Retiree/Spouse \$65 Retiree/Family \$65
City of Pasadena	Retiree Only \$24 Retiree/Spouse \$24 Retiree/Family \$24	Retiree Only \$24 Retiree/Spouse \$24 Retiree/Family \$24	Retiree Only \$24 Retiree/Spouse \$24 Retiree/Family \$24
City of Redding	Maximum paid Retiree/Family \$580	Maximum paid Retiree/Family \$580	Maximum paid Retiree/Family \$580

**TABLE 7**

**2008 DPA TOTAL COMPENSATION SURVEY  
RETIREE HEALTH COVERAGE PRACTICES  
MONTHLY AMOUNT PAID BY EMPLOYER**

<b>Agency</b>	<b>General Employees</b>	<b>Professional Employees</b>	<b>Supervisory / Management Employees</b>
City of Roseville	Maximum paid Retiree/Family \$916	Maximum paid Retiree/Family \$1,000	Maximum paid Retiree/Family \$1,000
City of Sacramento	Retiree Only \$275 Retiree/Spouse \$325	Retiree Only \$275 Retiree/Spouse \$325	Retiree Only \$275 Retiree/Spouse \$325
City of San Diego	Retiree Only \$695	Retiree Only \$695	Retiree Only \$695
City of San Jose	Retiree Only \$200 Retiree/Spouse \$501	Retiree Only \$200 Retiree/Spouse \$501	Retiree Only \$200 Retiree/Spouse \$501
City of Santa Barbara	Maximum paid \$298	Maximum paid \$298	Maximum paid \$298

**TABLE 7**

**2008 DPA TOTAL COMPENSATION SURVEY  
RETIREE HEALTH COVERAGE PRACTICES  
MONTHLY AMOUNT PAID BY EMPLOYER**

<b>Agency</b>	<b>General Employees</b>	<b>Professional Employees</b>	<b>Supervisory / Management Employees</b>
City of Stockton	Maximum paid Retiree/Family \$1,450	Maximum paid Retiree/Family \$1,450	Maximum paid Retiree/Family \$1,450
City of Vacaville	Retiree Only \$471 Retiree/Spouse \$941 Retiree/Family \$1,224	Retiree Only \$471 Retiree/Spouse \$941 Retiree/Family \$1,224	Retiree Only \$471 Retiree/Spouse \$941 Retiree/Family \$1,224
City of Visalia	N/A	N/A	N/A
City of Woodland	Retiree Only \$440 Retiree/Spouse \$875 Retiree/Family \$1,145	Retiree Only \$440 Retiree/Spouse \$875 Retiree/Family \$1,145	Retiree Only \$440 Retiree/Spouse \$875 Retiree/Family \$1,145
City of Yuba City	N/A	N/A	N/A
County of Alameda	Maximum paid \$455	Maximum paid \$455	Maximum paid \$455

**TABLE 7**

**2008 DPA TOTAL COMPENSATION SURVEY  
RETIREE HEALTH COVERAGE PRACTICES  
MONTHLY AMOUNT PAID BY EMPLOYER**

<b>Agency</b>	<b>General Employees</b>	<b>Professional Employees</b>	<b>Supervisory / Management Employees</b>
County of Butte	Receive 12 months Employee Only coverage at retirement Additional months of coverage for Employee and spouse can be purchased with accumulated sick leave	Receive 12 months Employee Only coverage at retirement Additional months of coverage for Employee and spouse can be purchased with accumulated sick leave	Receive 12 months Employee Only coverage at retirement Additional months of coverage for Employee and spouse can be purchased with accumulated sick leave
County of Contra Costa	Retiree Only \$247 Medical \$32 Dental Retiree/Spouse \$650 Medical N/A Dental Retiree/Family \$933 Medical \$73 Dental	Retiree Only \$247 Medical \$32 Dental Retiree/Spouse \$650 Medical N/A Dental Retiree/Family \$933 Medical \$73 Dental	Retiree Only \$247 Medical \$32 Dental Retiree/Spouse \$650 Medical N/A Dental Retiree/Family \$933 Medical \$73 Dental
County of El Dorado	12 years = 31% 15-19 years = 50% 20 years = 67% of current employee coverage amount	12 years = 31% 15-19 years = 50% 20 years = 67% of current employee coverage amount	12 years = 31% 15-19 years = 50% 20 years = 67% of current employee coverage amount
County of Fresno	N/A	N/A	N/A
County of Kern	Maximum paid \$469	Maximum paid \$469	Maximum paid \$469
County of Los Angeles	Varies depending upon years of service.	Varies depending upon years of service.	Varies depending upon years of service.

**TABLE 7**

**2008 DPA TOTAL COMPENSATION SURVEY  
RETIREE HEALTH COVERAGE PRACTICES  
MONTHLY AMOUNT PAID BY EMPLOYER**

<b>Agency</b>	<b>General Employees</b>	<b>Professional Employees</b>	<b>Supervisory / Management Employees</b>
County of Marin	Maximum paid with 20 yrs of service \$641	Maximum paid with 20 yrs of service \$641	Maximum paid with 20 yrs of service \$641
County of Merced	Maximum paid \$292 Medical \$39 Dental	Maximum paid \$292 Medical \$39 Dental	Maximum paid \$292 Medical \$39 Dental
County of Orange	Retiree Only \$16.67 x years of service up to max of \$416.67	Retiree Only \$16.67 x years of service up to max of \$416.67	Retiree Only \$16.67 x years of service up to max of \$416.67
County of Placer	Retiree Only \$458 Medical \$42 Dental Retiree/Spouse \$915 Medical \$42 Dental Retiree/Family \$1190 Medical \$42 Dental	Retiree Only \$458 Medical \$42 Dental Retiree/Spouse \$915 Medical \$42 Dental Retiree/Family \$1190 Medical \$42 Dental	Retiree Only \$458 Medical \$42 Dental Retiree/Spouse \$915 Medical \$42 Dental Retiree/Family \$1190 Medical \$42 Dental
County of Riverside	Maximum paid \$25	Maximum paid \$25	Maximum paid \$25
County of Sacramento	Retiree Only \$244 Medical \$25 Dental	Retiree Only \$244 Medical \$25 Dental	Retiree Only \$244 Medical \$25 Dental

<b>TABLE 7</b>  <b>2008 DPA TOTAL COMPENSATION SURVEY</b> <b>RETIREE HEALTH COVERAGE PRACTICES</b> <b>MONTHLY AMOUNT PAID BY EMPLOYER</b>			
<b>Agency</b>	<b>General Employees</b>	<b>Professional Employees</b>	<b>Supervisory / Management Employees</b>
County of San Bernardino	N/A	N/A	N/A
County of San Diego	Maximum paid with 20 yrs of service \$400	Maximum paid with 20 yrs of service \$400	Maximum paid with 20 yrs of service \$400
County of San Joaquin	N/A	N/A	N/A
County of San Mateo	With less than 20 yrs service County pays \$420 monthly towards the cost of benefits for every 8 hours of sick leave remaining at retirement. With 20+ yrs services County Pays \$420 for every 6 hours of remaining sick leave	With less than 20 yrs service County pays \$420 monthly towards the cost of benefits for every 8 hours of sick leave remaining at retirement. With 20+ yrs services County Pays \$420 for every 6 hours of remaining sick leave	County pays full monthly cost of retiree and family medical, dental and vision for every 8 hours of sick leave remaining at retirement
County of Santa Clara	Retiree Only \$446	Retiree Only \$446	Retiree Only \$446
County of Solano	N/A	N/A	N/A

**TABLE 7**

**2008 DPA TOTAL COMPENSATION SURVEY  
RETIREE HEALTH COVERAGE PRACTICES  
MONTHLY AMOUNT PAID BY EMPLOYER**

<b>Agency</b>	<b>General Employees</b>	<b>Professional Employees</b>	<b>Supervisory / Management Employees</b>
County of Tulare	N/A	N/A	N/A
County of Ventura	N/A	N/A	N/A
County of Yolo	County pays retirement medical – amount unknown.	County pays retirement medical – amount unknown.	County pays retirement medical – amount unknown.
Federal Government	Retiree Only \$697	Retiree Only \$697	Retiree Only \$697



TABLE 8  
2008 DPA TOTAL COMPENSATION SURVEY  
LEAVE PRACTICES GENERAL EMPLOYEES

Agency	Vacation Leave										Sick Leave		Holidays
	Year 1		Year 5		Year 10		Year15		Year 20				
	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	
DPA	10.5	10.5	15	15	18	18	19.5	19.5	21	21	12	No Max	14
City and County of San Francisco	10	40	10	45	15	45	15	50	20	50	DNA	DNA	15
City of Anaheim	13.25	26.5	16.25	32.5	19.5	39	22.75	45.5	26	52	9.75	21.875	10
City of Bakersfield	10	N/A	15	45	15	48	20	54	20	54	12	120	13
City of Chico	80.08	320	120.12	320	135.98	340	176.28	440	199.94	500	12	No Max	13
City of Davis	15	N/A	17	N/A	20	N/A	27	N/A	28	N/A	12	None	14.5
City of Eureka	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
City of Folsom	16	81.25	18.68	81.25	21.34	81.25	24	81.25	24	81.25	Inc	N/A	13
City of Fresno	12	40	13	40	15	40	15	40	20	50	12	No Max	13
City of Hayward	10	20	15	30	20	40	20	40	25	50	12	No Max	14.5
City of Long Beach	12	24	15	30	16	32	17	34	20	40	12	No Max	13
City of Los Angeles	11	22	17	34	17	34	20	40	25	50	12	100	13
City of Modesto	10	20	10	20	19	38	22	44	24.5	49	12	262.5	11
City of Oakland	10	10	15	15	15	15	18	18	20	20	12	150	13

TABLE 8 2008 DPA TOTAL COMPENSATION SURVEY LEAVE PRACTICES GENERAL EMPLOYEES													
Agency	Vacation Leave										Sick Leave		Holidays
	Year 1		Year 5		Year 10		Year15		Year 20				
	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	
City of Pasadena	10	20	15	30	15	30	20	40	20	40	10	120	12
City of Redding	10	50	15	50	17.5	50	20	50	22.5	50	12	DNA	13.5
City of Roseville	12	24	14	28	16	32	18	36	20	40	12	No Max	12
City of Sacramento	10	10	10	10	15	15	15	15	20	20	12	No Max	14
City of San Diego	17	44	22	44	22	44	27	44	27	44	Inc	N/A	11
City of San Jose	8	25	8	25	15	25	22.5	25	22.5	25	12	No Max	11
City of Santa Barbara	10	32	13	32	18	32	25	32	28	32	12	No Max	9
City of Stockton	10	25	15	30	20	35	25	40	25	40	15	No Max	14
City of Vacaville	10	40	10	40	15	40	20	40	20	40	12	No Max	13
City of Visalia	10	10	14	14	17	17	17	17	20	20	12	60	11
City of Woodland	10.05	10.05	13.05	13.05	17.01	17.01	20.01	20.01	23.01	23.01	96	No Max	10.5
City of Yuba City	13	33	17.9	40.9	17.9	40.9	21.1	47.1	23.1	53.1	12	No Max	11
County of Alameda	10	20	15	30	15	30	20	40	25	50	13	155	13

TABLE 8  
2008 DPA TOTAL COMPENSATION SURVEY  
LEAVE PRACTICES GENERAL EMPLOYEES

Agency	Vacation Leave										Sick Leave		Holidays
	Year 1		Year 5		Year 10		Year15		Year 20				
	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	
County of Butte	10	20	15	30	20	40	20	40	22	44	12	No Max	11
County of Contra Costa	15	30	15	30	15	30	20	40	25	50	12	No Max	10
County of El Dorado	10	30	15	40	15	40	20	40	20	40	12	No Max	13
County of Fresno	12	32.5	15	35	20	37.5	22	40	22	40	13	No Max	11
County of Kern	12	39	17	54	22	69	27	84	27	84	12	144	11
County of Los Angeles	10	N/A	15	40	16	40	20	40	20	40	12	144	11
County of Marin	10	37.5	15	37.5	20	37.5	20	37.5	25	37.5	12	No Max	10
County of Merced	10	20	15	30	20	40	20	40	20	40	12	No Max	13
County of Orange	19	N/A	27	No Max	32	No Max	32	No Max	32	No Max	Combined with vacation		12
County of Placer	10	50	15	50	20	65	20	65	25	65	12	No Max	13
County of Riverside	10	30	15	45	20	60	20	60	20	60	12	No Max	13
County of Sacramento	10	30	15	40	20	60	25	60	25	60	15	No Max	12.5

TABLE 8  
2008 DPA TOTAL COMPENSATION SURVEY  
LEAVE PRACTICES GENERAL EMPLOYEES

Agency	Vacation Leave										Sick Leave		Holidays
	Year 1		Year 5		Year 10		Year15		Year 20				
	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	
County of San Bernardino	10	20	15	30	20	40	20	40	20	40	11	N/A	14
County of San Diego	10	20	15	30	15	30	20	40	20	40	13	No Max	13
County of San Joaquin	10	20	15	30	20	40	23	40	23	40	12	No Max	14
County of San Mateo	13	26	16	32	19	38	21	42	22	44	12	No Max	12
County of Santa Clara	10	N/A	16	48	18	54	20	60	22	66	12	No Max	12
County of Solano	10	N/A	15	30	20	40	20	40	20	40	12	No Max	15
County of Tulare	10	10	15	15	20	20	25	25	25	25	12	12	11
County of Ventura	14	N/A	19	50	19	50	24	50	24	50	10	100	9.5
County of Yolo	10	N/A	15	35	15	35	15	35	15	35	12	No Max	14.5
Federal Government	13	240	13	240	17	240	17	240	20	240	13	No Max	10

TABLE 9 2008 DPA TOTAL COMPENSATION SURVEY LEAVE PRACTICES PROFESSIONAL EMPLOYEES													
Agency	Vacation Leave										Sick Leave		Holidays
	Year 1		Year 5		Year 10		Year15		Year 20				
	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	
DPA	10.5	10.5	15	15	18	18	19.5	19.5	21	21	12	No Max	14
City and County of San Francisco	10	40	10	45	15	45	15	50	20	50	DNA	DNA	15
City of Anaheim	13.25	26.5	16.25	32.5	19.5	39	22.75	45.5	26	52	9.75	21.875	10
City of Bakersfield	10	N/A	15	45	15	48	20	54	20	54	12	120	13
City of Chico	80.08	320	120.12	320	135.98	340	176.28	440	199.94	500	12	No Max	13
City of Davis	15	N/A	17	N/A	20	N/A	27	N/A	28	N/A	12	None	14.5
City of Eureka	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
City of Folsom	16	81.25	18.68	81.25	21.34	81.25	24	81.25	24	81.25	Inc	N/A	13
City of Fresno	23.25	150	23.25	150	28.25	150	28.25	150	28.25	150	Inc	N/A	13
City of Hayward	10	20	15	30	20	40	20	40	25	50	12	No Max	14.5
City of Long Beach	12	24	15	30	16	32	17	34	20	40	12	No Max	13
City of Los Angeles	11	22	17	34	17	34	20	40	25	50	12	100	13
City of Modesto	10	20	10	20	19	38	22	44	24.5	49	12	262.5	11

TABLE 9 2008 DPA TOTAL COMPENSATION SURVEY LEAVE PRACTICES PROFESSIONAL EMPLOYEES													
Agency	Vacation Leave										Sick Leave		Holidays
	Year 1		Year 5		Year 10		Year15		Year 20				
	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	
City of Oakland	10	10	15	15	15	15	18	18	20	20	12	150	13
City of Pasadena	10	20	15	30	15	30	20	40	20	40	10	120	12
City of Redding	10	50	15	50	17.5	50	20	50	22.5	50	12	DNA	13.5
City of Roseville	3.692	192	4.307	224	4.923	256	5.538	288	6.153	320	3.692	No Max	12
City of Sacramento	10	10	10	10	15	15	15	15	20	20	12	No Max	14
City of San Diego	17	350	22	350	22	350	27	350	27	3501	Inc	---	11
City of San Jose	8	25	8	25	15	25	22.5	25	22.5	25	12	No Max	11
City of Santa Barbara	10	32	13	32	18	32	25	32	28	32	12	No Max	9
City of Stockton	10	25	15	30	20	35	25	40	25	40	120	No Max	14
City of Vacaville	10	40	10	40	15	40	20	40	20	40	12	No Max	13
City of Visalia	10	10	14	14	17	17	17	17	20	20	12	480	11
City of Woodland	10.5	10.5	13.5	13.5	16.95	16.95	19.95	19.95	22.95	22.95	96	No Max	10.5
City of Yuba City	13	33	17.9	40.9	17.9	40.9	21.1	47.1	23.1	53.1	12	No Max	11

TABLE 9 2008 DPA TOTAL COMPENSATION SURVEY LEAVE PRACTICES PROFESSIONAL EMPLOYEES													
Agency	Vacation Leave										Sick Leave		Holidays
	Year 1		Year 5		Year 10		Year15		Year 20				
	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	
County of Alameda	10	20	15	30	15	30	20	40	25	50	13	155	13
County of Butte	15	30	20	40	25	50	25	50	27	54	12	No Max	11
County of Contra Costa	15	30	15	30	15	30	20	40	25	50	12	No Max	10
County of El Dorado	10	30	15	40	15	40	20	40	20	40	12	No Max	13
County of Fresno	12	32.5	15	35	20	37.5	22	40	22	40	13	No Max	11
County of Kern	12	39	17	54	22	69	27	84	27	84	12	144	11
County of Los Angeles	10	N/A	15	40	16	40	20	40	20	40	12	144	11
County of Marin	10	37.5	15	37.5	20	37.5	20	37.5	25	37.5	12	No Max	10
County of Merced	10	20	15	30	20	40	20	40	20	40	12	No Max	13
County of Orange	19	N/A	27	No Max	32	No Max	32	No Max	32	No Max	Combined with vacation		12
County of Placer	10	50	15	50	20	65	20	65	25	65	12	No Max	13
County of Riverside	29	200	34	200	39	200	39	200	39	200	N/A	12	N/A
County of Sacramento	10	30	15	40	20	60	25	60	25	60	15	No Max	12.5

TABLE 9 2008 DPA TOTAL COMPENSATION SURVEY LEAVE PRACTICES PROFESSIONAL EMPLOYEES													
Agency	Vacation Leave										Sick Leave		Holidays
	Year 1		Year 5		Year 10		Year15		Year 20				
	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	
County of San Bernardino	10	N/A	15	N/A	20	N/A	20	N/A	20	N/A	12	N/A	14
County of San Diego	10	20	15	30	15	30	20	40	20	40	13	No Max	13
County of San Joaquin	10	20	15	30	20	40	23	40	23	40	12	No Max	14
County of San Mateo	13	26	16	32	19	38	21	42	22	44	12	No Max	12
County of Santa Clara	10	N/A	16	48	18	54	20	60	22	66	12	No Max	12
County of Solano	10	N/A	15	30	20	40	20	40	20	40	12	No Max	15
County of Tulare	15	15	20	20	25	25	30	30	30	30	12	12	11
County of Ventura	14	N/A	19	50	19	50	24	50	24	50	10	100	9.5
County of Yolo	10	N/A	15	35	15	35	15	35	15	35	12	No Max	14.5
Federal Government	13	240	13	240	17	240	17	240	20	240	13	No Max	10



TABLE 10 2008 DPA TOTAL COMPENSATION SURVEY LEAVE PRACTICES SUPERVISORY / MANAGEMENT EMPLOYEES													
Agency	Vacation Leave										Sick Leave		Holidays
	Year 1		Year 5		Year 10		Year15		Year 20				
	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	
DPA	10.5	10.5	16.5	16.5	19.5	19.5	21	21	22.5	22.5	12	No Max	14
City and County of San Francisco	10	40	10	45	15	45	15	50	20	50	DNA	DNA	15
City of Anaheim	13.25	26.5	16.25	32.5	19.5	39	22.75	45.5	26	52	9.75	21.875	10
City of Bakersfield	10	N/A	15	45	15	48	20	54	20	54	12	120	13
City of Chico	80.08	320	120.12	320	135.98	340	176.28	440	199.94	500	12	No Max	13
City of Davis	15	N/A	17	N/A	20	N/A	27	N/A	28	N/A	12	None	14.5
City of Eureka	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
City of Folsom	16	81.25	18.68	81.25	21.34	81.25	24	81.25	24	81.25	Inc	N/A	13
City of Fresno	23.25	150	23.25	150	28.25	150	28.25	150	28.25	150	Inc	No Max	13
City of Hayward	10	20	15	30	20	40	20	40	25	50	12	No Max	14.5
City of Long Beach	12	24	15	30	16	32	17	34	20	40	12	No Max	13
City of Los Angeles	11	22	17	34	17	34	20	40	25	50	12	100	13
City of Modesto	10	20	14	28	19	38	22	44	24.5	49	12	275	11

**TABLE 10**  
**2008 DPA TOTAL COMPENSATION SURVEY**  
**LEAVE PRACTICES SUPERVISORY / MANAGEMENT EMPLOYEES**

Agency	Vacation Leave										Sick Leave		Holidays
	Year 1		Year 5		Year 10		Year15		Year 20				
	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	
City of Oakland	10	10	15	15	15	15	18	18	20	20	12	150	13
City of Pasadena	10	20	15	30	15	30	20	40	20	40	10	120	12
City of Redding	10	50	15	50	17.5	50	20	50	22.5	50	12	DNA	13.5
City of Roseville	3.692	192	4.307	224	4.923	256	5.538	288	6.153	320	3.692	No Max	12
City of Sacramento	10	10	10	10	15	15	15	15	20	20	12	No Max	14
City of San Diego	17	350	22	350	22	350	27	350	27	3501	Inc	---	11
City of San Jose	8	25	8	25	15	25	22.5	25	22.5	25	12	No Max	11
City of Santa Barbara	10	32	13	32	18	32	25	32	28	32	12	No Max	9
City of Stockton	15	30	20	35	20	35	25	40	25	40	15	No Max	14
City of Vacaville	10	40	10	40	15	40	20	40	20	40	12	No Max	13
City of Visalia	10	10	14	14	17	17	17	17	20	20	12	480	11
City of Woodland	10.5	10.5	13.5	13.5	16.95	16.95	19.95	19.95	22.95	22.95	96	No Max	10.5
City of Yuba City	13	33	17.9	40.9	17.9	40.9	21.1	47.1	23.1	53.1	12	No Max	11

TABLE 10 2008 DPA TOTAL COMPENSATION SURVEY LEAVE PRACTICES SUPERVISORY / MANAGEMENT EMPLOYEES													
Agency	Vacation Leave										Sick Leave		Holidays
	Year 1		Year 5		Year 10		Year15		Year 20				
	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	
County of Alameda	10	20	15	30	15	30	20	40	25	50	13	155	13
County of Butte	15	30	20	40	25	50	25	50	27	54	12	No Max	11
County of Contra Costa	15	30	15	30	15	30	20	40	25	50	12	No Max	10
County of El Dorado	10	30	15	40	15	40	20	40	20	40	12	No Max	13
County of Fresno	12	32.5	15	35	20	37.5	22	40	22	40	13	No Max	11
County of Kern	12	39	17	54	22	69	27	84	27	84	12	144	11
County of Los Angeles	10	N/A	15	40	16	40	20	40	20	40	12	144	11
County of Marin	10	45.4	15	45.4	20	45.4	20	45.4	25	45.4	12	No Max	12
County of Merced	10	20	15	30	20	40	20	40	20	40	12	No Max	13
County of Orange	19	N/A	27	No Max	32	No Max	32	No Max	32	No Max	Combined with vacation		12
County of Placer	10	65	15	65	20	65	20	65	25	65	12	No Max	13
County of Riverside	10	30	15	45	20	60	20	60	20	60	13	No Max	12
County of Sacramento	10	30	15	40	20	60	25	60	25	60	15	No Max	12.5

**TABLE 10**  
**2008 DPA TOTAL COMPENSATION SURVEY**  
**LEAVE PRACTICES SUPERVISORY / MANAGEMENT EMPLOYEES**

Agency	Vacation Leave										Sick Leave		Holidays
	Year 1		Year 5		Year 10		Year15		Year 20				
	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	
County of San Bernardino	10	20	15	30	20	40	20	40	20	40	11	N/A	14
County of San Diego	10	20	15	30	15	30	20	40	20	40	13	No Max	13
County of San Joaquin	10	20	15	30	20	40	23	40	23	40	12	No Max	14
County of San Mateo	13	26	16	32	19	38	21	42	22	44	12	No Max	12
County of Santa Clara	10	N/A	16	48	18	54	20	60	22	66	12	No Max	12
County of Solano	10	N/A	15	30	20	40	20	40	20	40	12	No Max	15
County of Tulare	10	10	15	15	20	20	25	25	25	25	12	12	11
County of Ventura	14	N/A	19	50	19	50	24	50	24	50	10	100	9.5
County of Yolo	10	N/A	15	40	15	40	15	40	15	40	12	No Max	14.5
Federal Government	13	240	13	240	17	240	17	240	20	240	13	No Max	10

**TABLE 11**  
**2008 DPA TOTAL COMPENSATION SURVEY**  
**LONGEVITY, DEFERRED COMP, & INCENTIVE PAY**

<b>Agency</b>	<b>Longevity</b>	<b>Deferred Compensation</b>	<b>Incentive &amp; Bonus Pay</b>
<b>DPA</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
City and County of San Francisco	N/A	N/A	N/A
City of Anaheim	N/A	N/A	N/A
City of Bakersfield	N/A	N/A	N/A
City of Chico	N/A	N/A	N/A
City of Davis	General Employees 2.5% @ 10 years & 2.5% @ 20 years. Maximum 5%	N/A	N/A
City of Eureka	N/A	N/A	N/A
City of Folsom	2.5% @ 10 years 5% @ 15 years 7.5% @ 20 years	Mgmt Only 0-10 yrs. - \$200 mo. 10-15 yrs. - \$225 mo. 15-20 yrs. - \$250 mo. 20+ yrs. \$300 mo.	N/A
City of Fresno	N/A	N/A	N/A
City of Hayward	N/A	\$1,010 per year max \$84.16 per month	N/A
City of Long Beach	N/A	N/A	\$372 in 2006 (Avg. paid to all employees inc. safety)
City of Los Angeles	N/A	N/A	N/A
City of Modesto	N/A	Sup 1% Gen 1% match 2% @ 15 years	N/A
City of Oakland	N/A	N/A	N/A
City of Pasadena	N/A	N/A	N/A
City of Redding	N/A	N/A	N/A
City of Roseville	General Employees 2.5% @ 10 years	Prof & Sup 6% Gen 3 % @ 5 years	N/A
City of Sacramento	\$100 @ 20 years \$200 @ 25 years	Prof 4% / Sup 2%	N/A
City of San Diego	N/A	3% match to supplemental savings account	N/A
City of San Jose	N/A	N/A	N/A

**TABLE 11**  
**2008 DPA TOTAL COMPENSATION SURVEY**  
**LONGEVITY, DEFERRED COMP, & INCENTIVE PAY**

<b>Agency</b>	<b>Longevity</b>	<b>Deferred Compensation</b>	<b>Incentive &amp; Bonus Pay</b>
City of Santa Barbara	N/A	N/A	N/A
City of Stockton	2.5 % of top step @ 12 years	N/A	N/A
City of Vacaville	N/A	Prof 1%	N/A
City of Visalia	N/A	N/A	N/A
City of Woodland	One time annual stipend on each of the following years \$300 @ 10 years \$350 @ 15 years \$400 @ 20 years	Prof 2%	N/A
City of Yuba City	N/A	Sup \$ 100 month	N/A
County of Alameda	N/A	N/A	N/A
County of Butte	N/A	N/A	N/A
County of Contra Costa	2.5% @ 10 Years- sup	Prof & Sup \$85	N/A
County of El Dorado	5% @ 10 Years	N/A	N/A
County of Fresno	N/A	N/A	N/A
County of Kern	2% @ 10 Years 4% @ 15 Years 6% @ 20 Years 8% @ 25 Years 10% @ 30 Years	N/A	N/A
County of Los Angeles	N/A	4% match	N/A
County of Marin	N/A	N/A	N/A
County of Merced	\$750 per year @ 10 years	N/A	N/A
County of Orange	N/A	N/A	N/A
County of Placer	Gen,Prof & Sup 5% after 5 years at the top step	N/A	N/A
County of Riverside	N/A	Prof \$108	N/A
County of Sacramento	N/A	Prof 1%	N/A
County of San Bernardino	N/A	Prof 6%	N/A

**TABLE 11**  
**2008 DPA TOTAL COMPENSATION SURVEY**  
**LONGEVITY, DEFERRED COMP, & INCENTIVE PAY**

<b>Agency</b>	<b>Longevity</b>	<b>Deferred Compensation</b>	<b>Incentive &amp; Bonus Pay</b>
County of San Diego	N/A	N/A	N/A
County of San Joaquin	N/A	Sup 1%	N/A
County of San Mateo	N/A	N/A	N/A
County of Santa Clara	N/A	N/A	N/A
County of Solano	Prof & Gen 2.5% @10 years, 5% @ 20 years, 7.5% @ 25 years Sup 2.5% after completion of 10, 15, 20, 25, 30 & 35 years of continuous full time service.	N/A	N/A
County of Tulare	N/A	N/A	N/A
County of Ventura	N/A	1.5% match	N/A
County of Yolo	N/A	Supervisory only, receive limited match based on years of service: 10 years = \$150 20 years = 250	N/A
Federal Government	N/A	5%	N/A

**TABLE 12**

**2008 DPA TOTAL COMPENSATION SURVEY  
 RECRUITMENT & RETENTION CONCERNS**

<b>Agency</b>	<b>Recruitment &amp; Retention</b>
<b>DPA</b>	<b>No Comments</b>
City and County of San Francisco	No Comments
City of Anaheim	No Comments
City of Bakersfield	No Comments
City of Chico	We are developing a succession plan which may include programs such as job shadowing and mentoring
City of Davis	No Comments
City of Eureka	No Comments
City of Folsom	No Comments
City of Fresno	Senior Transportation – Civil Engineer / Transportation Civil Engineer Continuous recruitment efforts (open until filled); posting in industry specific web-sites and publications such as, APWA, ASCE and NSPE.
City of Hayward	No Comments
City of Long Beach	Senior Transportation – Civil Engineer / Transportation Civil Engineer Increased outreach to several recruitment sources for engineering positions including a special engineering job fair and open house.
City of Los Angeles	No Comments
City of Modesto	No Comments
City of Oakland	No Comments
City of Pasadena	No Comments
City of Redding	No Comments
City of Roseville	No Comments
City of Sacramento	No Comments
City of San Diego	No Comments
City of San Jose	No Comments
City of Santa Barbara	No Comments



**TABLE 12**

**2008 DPA TOTAL COMPENSATION SURVEY  
 RECRUITMENT & RETENTION CONCERNS**

<b>Agency</b>	<b>Recruitment &amp; Retention</b>
City of Stockton	Senior Transportation – Civil Engineer We completed an equity survey in early 2007 and determined our salaries were below market. Our City Manager approved a 10% overall equity increase for the classes and this appeared to make a difference in our last recruitment.
City of Vacaville	No Comments
City of Visalia	No Comments
City of Woodland	No Comments
City of Yuba City	No Comments
County of Alameda	No Comments
County of Butte	No Comments
County of Contra Costa	No Comments
County of El Dorado	Clinical Social Worker / Engineering Technician / Licensed Psychiatric Technician / Senior Transportation – Civil Engineer
County of Fresno	Librarian / Licensed Psychiatric Technician / Senior Transportation – Civil Engineer / Transportation Civil Engineer Using Web based markets to advertise and sending recruiters to conferences and job fairs.
County of Kern	No Comments
County of Los Angeles	No Comments
County of Marin	No Comments
County of Merced	No Comments
County of Orange	No Comments
County of Placer	Certified Nursing Assistant / Clinical Dietician / Clinical Social Worker / Engineering Technician / Librarian / Public Health Microbiologist / Senior Transportation – Civil Engineer / Vocational Rehabilitation Counselor In 2005 there were several rule changes adopted by our Civil Service Commission. Some of these changes included travel reimbursement for some interview candidates, relocation reimbursement for some management positions, reinstatement rule changes, the implementation of a Public Agency Eligible List (PAEL), and the ability to grant beginning balances of vacation and/or sick leave and for certain positions. We also conduct targeted outreach on some recruitments, attend job fairs, and have substitution language for education requirements on our minimum qualifications. Several of our recruitments have become continuous filings.
County of Riverside	No Comments

**TABLE 12**

**2008 DPA TOTAL COMPENSATION SURVEY  
 RECRUITMENT & RETENTION CONCERNS**

Agency	Recruitment & Retention
County of Sacramento	Account Clerk / Clinical Dietician / Clinical Social Worker / Institutional Cook / Legal Typist / Licensed Psychiatric Technician / Maintenance Mechanic / Public Health Microbiologist / Safety Engineer / Transportation – Civil Engineer / Veterinarian Place on continuous file in order to accept applications of qualified applicants at any time; create new classifications in order to allow opportunity for recruitment.
County of San Bernardino	These positions are generally contract positions and are not represented: Biologist / Chemist / Industrial Hygienist / Pharmacy Technician / Research Scientist (Master's Degree req'd) / Supervising Biologist NCC – Duties are divided by several classifications. Departments have been reorganized: Insurance Investigator/Analyst / Vocational Rehabilitation Counselor
County of San Diego	Biologist / Certified Nursing Assistant / Chemist / Licensed Psychiatric Technician / Public Health Microbiologist / Research Scientist (Master's Degree req'd) / Transportation/Civil Engineer / Veterinarian More targeted recruitments, and college recruiting.
County of San Joaquin	No Comments
County of San Mateo	Building Maintenance Worker / Licensed Psychiatric Technician Employee referral program
County of Santa Clara	No Comments
County of Solano	No Comments
County of Tulare	No Comments
County of Ventura	No Comments
County of Yolo	No Comments
Federal Government	No Comments